

# MAGDALEN COLLEGE SCHOOL

## SENDCO Personal Specification

### Essential Qualities

#### Qualities as a leader

1. able to motivate and inspire colleagues
2. able to develop a vision for the future and develop and implement plans to achieve it
3. adaptable, patient, resilient, approachable and well-organised
4. Committed to a 'people-focussed' approach
5. Ability to lead by example
6. Successful experience of leading a team
7. Ability to use a range of strategies to get the best from colleagues
8. clear communicator in a range of media and contexts to a range of audiences
9. Commitment to the principles of equal opportunities
10. To be able to use ICT effectively as a leadership and management tool, including the use of data to identify and address underachievement

#### Qualities as a teacher

1. Qualified teacher status
2. Degree or equivalent qualification
3. Ability to skilfully plan, deliver and adapt lessons to ensure students' needs are met
4. Commitment to supporting achievement of all students and a track record of excellent outcomes for students
5. Commitment to comprehensive education and to provision of equality of opportunity for all, with successful track record of teaching across the age and ability range
6. Ability to set appropriate professional boundaries with young people
7. Ability to empathise with young people
8. Commitment to the pastoral care of young people and successful experience as a form tutor

### Desirable Qualities

1. Willingness to be involved in the wider life of the school
2. Evidence of recent relevant professional development and training
3. Qualified SENDCO status
4. Experience of coaching and developing classroom teachers working with SEND students
5. Demonstrable impact across a whole school setting